

Unified Fire Authority Lateral FAQ's

What is considered a UFA Lateral?

- This is an opportunity for current firefighters or firefighter paramedics to join Unified Fire Authority through the lateral process and be given credit for prior work experience with another fire-based agency.

What qualifications do I need to apply for the lateral positions?

- Candidates applying for a lateral position with UFA must be employed or have been employed for at least twelve (12) consecutive months in the last eighteen (18) months as a full-time Firefighter for a firefighter first responder agency.

What certifications do I need to apply as a Firefighter Lateral or Firefighter Paramedic Lateral?

- Candidates MUST possess the following certifications:
 - Firefighter I and II certifications
 - Haz Mat Awareness and Operations certification
 - Be nationally registered AND possess a valid Utah EMT, AEMT, or Paramedic license.

What does the hiring process look like?

- Interested and qualified candidates will participate in an oral board interview, a physical performance test, a firefighter assessment, and a medical skills assessment based on their certification.
- Physical Performance Test video: https://www.youtube.com/watch?v=xhxb57Xi_XA

What does a Firefighter Skills Assessment consist of?

- Fire Skills Assessment [Microsoft Word - Fire Skills Assessment 2022.docx \(unifiedfire.org\)](#)

What does an EMT, AEMT, and Paramedic Skills Assessment consist of?

- EMT Skills Verification [EMT-Skill-Verification-Information.pdf \(unifiedfire.org\)](#)
- AEMT Skills Verification [AEMT-Skill-Verification-Information.pdf \(unifiedfire.org\)](#)
- Paramedic Skills Verification [Lateral-Hire-Paramedic-Skill-Verification-Information.pdf \(unifiedfire.org\)](#)

What is the timeframe for being hired as a lateral with UFA?

- From start to finish, the process will take 2-3 months, which includes the following.
 - Oral Board, Physical Performance Test, Fire Skills Assessment, EMS Skills Assessment
 - Background Check and Psychological Evaluation
 - New Hire Physical Exam and New Hire Drug Screening

Do I have to go to a traditional Firefighter recruit camp?

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- Firefighter and Firefighter Paramedic laterals will not have to attend a traditional 16-week recruit camp. Laterals participate in a 4-week orientation administered by UFA's Fire Training division.

What does a 4-week orientation look like?

- A 4-week orientation helps laterals familiarize themselves with UFA's SOGs and SOPs. The orientation will also familiarize laterals with UFA's personnel, equipment, and apparatus.

What happens after the 4-week orientation is complete?

- Laterals will be assigned to a station for at least one (1) month to have their skills evaluated. After one (1) month they may be released and assigned as a rover Firefighter or Firefighter Paramedic.

As a Lateral with UFA, what would my potential salary be?

- Individuals will be placed in the Firefighter pay step on the Firefighter Pay Plan, from step 1 to 10 (the top step), corresponding with their years of credited service and medical certification. [23-24-Payplan.png \(1220x401\) \(unifiedfire.org\)](#)
- Full details for credit for time can be found in the Firefighter Lateral policy: [900-080 Firefighter Lateral Process](#)
- Full details for credit for time can be found in the Paramedic Lateral policy: [900-090 Paramedic Lateral Process](#)

When would my benefits be effective?

- Benefits for all employees are active on their first day of employment. For a full list of benefits, please view UFA's Explanation of Benefits page here. <https://unifiedfire.org/employee/benefits/>

Does UFA participate in a retirement system?

- Yes, with Utah Retirement Systems (URS). All full-time employees are eligible for pension credit based on the appropriate system and Tier. For further information, please refer to the Utah Retirement Systems website at www.urs.org

How much vacation and sick will I earn coming over as a Lateral?

- Employees earn 12 (twelve) hours of vacation and sick leave per month from year 1 through the end of the 8th year. Vacation accruals will increase beginning the 9th year and then again beginning of the 17th year.
- For more information, please visit our benefits page here. <https://unifiedfire.org/employee/benefits/>

Will I have to work mandatory shifts?

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- Depending on UFA's staffing levels, there may be times when employees are called back for mandatory shifts based on UFA's policy. [400-160 Mandatory Staffing](#)

Does UFA offer a uniform allowance?

- Lateral employees will have 12 months of uniform allowance front-loaded into their first earned paycheck. [100-160 Clothing-Uniform Allowances](#)
- The uniform allowance will be reinstated in the employee's regular paycheck on the first pay period following their one-year anniversary of hire (\$70.00 per month).

Do I receive seniority credit as a lateral Firefighter or Paramedic?

- No. Credit for time with a firefighting first responder agency will be given for pay purposes only. Credit does not go towards seniority or the ability to test for Specialist or Officer positions.

When am I eligible to test for a specialist position?

- Employees must have successfully completed two (2) years of full-time employment in a sworn Firefighter position with UFA.

When am I eligible to test for a Captain position?

- Currently serving as a UFA Firefighter Specialist (any specialty) or UFA Staff Captain.
- Seven (7) years in a UFA firefighter position, with two (2) of those as a UFA Specialist, *with* an Associate degree (or higher).
OR
Eleven (11) years in a UFA firefighter position, with two (2) of those as a UFA Specialist, *without* an Associate degree.
Either Utah Fire and Rescue Academy (UFRA) NFPA Fire Inspector I OR UFRACompany Officer Inspector Certification, or acceptable equivalents.
- UFRA NFPA Fire Instructor I Certification, or acceptable equivalent.
- UFRA NFPA Fire Officer I Certification, or acceptable equivalent.